



Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

Diversity in Faculty Hiring Regional Meetings Friday, February 11, 2017 and Saturday, February 12 2017 Friday = Sacramento City College, Sacramento, CA Saturday = Southwestern College, Chula Vista, CA

9:00-9:45	Registration and Sign-in
9:45-9:55	Welcome and Introductions – Randy Beach,
9:55-10:15	Legal Requirements Related to EEO and Diversity in Hiring, Jake Knapp, Acting General Counsel, California Community Colleges Chancellor's Office
10:15-11:00	Effective Practices Panel (Julie Bruno, Adrienne Foster, and Human Resources staff identified by Jake
11:00-11:15	Break
11:15-12:00	Courageous Conversations/Cultural Competency (Potential Presenters: Tom Brown, Calistoga; Dr. Sonel Shropshire (Academic Network); Zaretta Hammond; others...?)
12:00-12:45	Lunch
12:45 -1:45	First Breakout Session (see descriptions for locations)
1:55-2:55	Second Breakout Session (see descriptions for locations)

Meeting Concludes at the end of the second breakouts

Potential breakout sessions

- Asian american faculty, what are the numbers, how does the ratios of divers faculty match student diversity (Mandy)?
- Different types (?) for faculty diversity
- Recruiting faculty, developing a pipeline to encourage diverse faculty pool.
 - AA to MA project, where are we? Santa rosa has a program on teaching fellows, faculty mentor sponsors a student to act as a TA to give insight into teaching-ccsf Grow your own program. Identifies students interested in teaching. College will pay some part of their tuition to complete the amsters dgreee. Leading to a position. No more money
- Disaggregating data regarding ethnic subgroups of faculty. What does the performance data say about students and faculty from the same ethnic background working together?
- Creating professional development opportunities to help adjunct faculty become full time (mentoring part-time faculty)

- Specific strategies for increasing cultural competency IQ in the classroom (professional development) follow-up session more of a discussion than general
- Campus wide events on diversity. Who is doing what? What are exemplary practices-flex activities. Faculty and student collaborations. Campuswide diversity celebrations. Cultural performances to bridge gaps introduce students to diversity. More and more days and events focused on specific ethnic groups. Miramar has had a “visibility day” . Promoting awareness and acceptance of marginalized groups.
- to develop a set of effective
- Effective practices for equity planning (cccco)
- Complying with SB-967 Student safety/sexual assault-Title 9 CLERY act

DRAFT